

BOARD MEETING MINUTES

Regular Board Meeting | Osage Casinos
Central Boardroom
1211 W. 36th St. N., Tulsa, OK 74127
10:00 AM, Wednesday, October 22, 2025
APPROVED MINUTES

1. Call to Order

Chair Holli Wells called the meeting to order at 10:05AM.

2. Roll Call

Present were Holli Wells, Boyna Bear, Dr. Scottie Lawrence, and Daniel Carter. A quorum was established.

Osage Casino staff and guests attending in person were Kimberly Pearson, CEO; Brian Parrish, COO; Keisha Roland, CFO; Joe Roybal, CIO; Kyle Revard, CHRO; Ashlee Hartness, Director of Regulatory Compliance; Kasi Stumpff, Communications Specialist; Tonya Caves, Chief Executive Assistant; and Alyssa Campbell, Legal Counsel.

Also in attendance were Congressmen Maker and Tillman.

Joining via Webex were James Aldridge, Deputy Chief of Staff, and Benny Polacca, Osage News.

3. Congressman Maker gave the opening prayer.

4. Chair Wells welcomed new Board members.

5. Adoption of Agenda

MOTION by Scottie Lawrence for Board to approve the regular meeting Agenda for October 22, 2025; Boyna Bear seconded the motion, which passed unanimously.

MOTION PASSED

6. Approval of Minutes

MOTION by Scottie Lawrence for Board to approve the Regular Meeting Minutes from September 24, 2025, and the Emergency Meeting Minutes from September 26, 2025. Boyna Bear seconded the motion, which passed unanimously.

MOTION PASSED

7. Board to hear, review, discuss, and consider reports.

ONGE Board

Election of ONGE Board Secretary / Treasurer commenced.

Chair Wells nominated Dr. Scottie Lawrence for Board Secretary / Treasurer; no additional nominations were received.

Chair Wells called for the vote:

Holli Wells	Yes
Boyna Bear	Yes
Scottie Lawrence	Yes
Daniel Carter	Yes

MOTION CARRIED

Chair Wells announced Scottie Lawrence as the new Secretary / Treasurer.

CEO Kimberly Pearson

- a. Introduced Executive Management Team to new Board members.
- b. Previewed new Osage video, which will be shown at the California meetings of Osage members.
- c. Provided overview of approval items.

COO Brian Parrish

- a. Provided update on Operation programs.
- b. Remarked on cohesiveness of Management Team.

CIO Joe Roybal

- a. Detailed I.T. report included in Board packet.

CFO Keisha Roland

- a. Finance report reserved for Executive Session and included in Board packet.

CHRO, Kyle Revard

- a. Shared positive report on rollout of new payroll period, no negative feedback.
- b. Detailed HR report included in the Board packet.
- c. Announced Leadership / Mentorship program for Osage employees.

Regulatory Compliance Director, Ashlee Hartness

- a. One Tort Claim for review.
- b. Detailed Compliance report included in the Board packet.

Osage Nation Gaming Commission:

No one present.

Osage Nation Principal Chief's Office:

No remarks.

Osage Nation Congress:

Congressman Maker commented on new Board members, and Congressman Tillman shared positive remarks regarding Management Team.

Public Comments:

None.

- 8. Board to review, consider and take action, if necessary, on any items discussed above.
None taken.
- 9. Board to hear, review, consider, and take action regarding any new business.

None taken.

10. Board to hear, review, consider, and take action regarding any unfinished business.

Motion by Daniel Carter to table request from Skiatook Fire Department. Boyna Bear seconded the motion which passed unanimously.

MOTION CARRIED

11. Board to enter Executive Session to discuss confidential and/or proprietary matters.

MOTION by Scottie Lawrence for Board to enter Executive Session. Boyna Bear seconded the motion, which passed unanimously. Executive Session convened at 11:02AM.

MOTION PASSED

Chair Wells called for a break at 11:02AM; meeting resumed at 11:12AM.

Board to exit Executive Session and return to Open Session.

MOTION by Scottie Lawrence for Board to exit Executive Session at 12:18PM; Boyna Bear seconded the motion, which passed unanimously.

MOTION PASSED

Chair Wells called for a lunch break at 12:18PM; meeting resumed at 12:53PM.

12. Board to review, consider and take action, if necessary, on any items discussed above.

MOTION by Daniel Carter for the Board to approve the wire transfer of the monthly Tribal Distribution for October 2025 for \$7,333,333.33 Boyna Bear seconded the motion. The Chair called for the vote:

Holli Wells	YES
Boyna Bear	YES
Scottie Lawrence	YES
Daniel Carter	YES

MOTION PASSED

MOTION by Scottie Lawrence for the Board to approve the distribution of the monthly Narrative and Financials to the Executive and Legislative Branches. Boyna Bear seconded the motion. The Chair called for the vote:

Holli Wells	YES
Boyna Bear	YES
Scottie Lawrence	YES
Daniel Carter	YES

MOTION PASSED

MOTION by Scottie Lawrence for the Board to approve Check Number 160878, payable to Jonesplan LLC, and check numbers 161225, and 161218, payable to Aristocrat Technologies. Boyna Bear seconded the motion. The Chair called for the vote:

Holli Wells	YES
Boyna Bear	YES
Scottie Lawrence	YES
Daniel Carter	YES

MOTION PASSED

MOTION by Scottie Lawrence for Board to approve Campbell Law Invoice #02642. Boyna Bear seconded the motion. The Chair called for the vote:

Holli Wells	YES
Boyna Bear	YES
Scottie Lawrence	YES
Daniel Carter	YES

MOTION PASSED

MOTION by Scottie Lawrence for Board to approve FY2025 Q4 Employee Incentive. Boyna Bear seconded the motion. The Chair called for the vote:

Holli Wells	YES
Boyna Bear	YES
Scottie Lawrence	YES
Daniel Carter	YES

MOTION PASSED

MOTION by Scottie Lawrence for Board to approve Resolution 26-01 Scott Construction. Boyna Bear seconded the motion. The Chair called for discussion. Daniel Carter amended the motion to approve Resolution 26-01 pending legal review and approval. Boyna Bear seconded the amended motion. The Chair called for the vote:

Holli Wells	YES
Boyna Bear	YES
Scottie Lawrence	YES
Daniel Carter	YES

MOTION PASSED

MOTION by Daniel Carter for Board to approve Resolution 26-02 LUCI Systems LLC. Scottie Lawrence seconded the motion. The Chair called for the vote:

Holli Wells	YES
Boyna Bear	YES
Scottie Lawrence	YES
Daniel Carter	YES

MOTION PASSED

MOTION by Boyna Bear for Board to approve Risk & Safety's recommended action on TC-25-16. Scottie Lawrence seconded the motion. The Chair called for the vote:

Holli Wells	YES
Boyna Bear	YES
Scottie Lawrence	YES
Daniel Carter	YES

MOTION PASSED

13. Board to enter Closed Executive Session to discuss confidential and/or proprietary matters.

MOTION by Scottie Lawrence for Board to enter Closed Executive Session. Daniel Carter seconded the motion, which passed unanimously. Closed Executive Session convened at 1:05PM.

MOTION PASSED

14. Board to exit Closed Executive Session and return to Open Session.

MOTION by Scottie Lawrence for Board to exit Closed Executive Session at 2:06PM; Daniel Carter seconded the motion, which passed unanimously.

MOTION PASSED

15. Date and time of the next meeting:

The next Regular Board meeting is tentatively scheduled to be held on Wednesday, November 19, 2025, at 10:00AM.

16. Adjournment

Without further discussion the meeting adjourned at 2:15PM.

Respectfully Submitted,

A handwritten signature in black ink that reads "Pamela Ballard". The signature is written in a cursive, flowing style.

Pamela Ballard, Board Liaison | Executive Assistant
Osage Casinos